

Analyst Data Summary

Environmental				
GHG Emissions	Unit of Measurement (UOM)	2023	2022	2021
Scope 1 GHG Emissions ¹	millions metric tons CO ₂ e	26.48	27.29	28.39
Scope 1 GHG Emissions - Excluding Emissions Associated with the Production of Power and Steam Not Consumed by the Company ¹	millions metric tons CO ₂ e	21.48	21.84	22.55
Scope 2 GHG Emissions - Market Based ²	millions metric tons CO ₂ e	3.20	4.19	5.80
Scope 2 GHG Emissions - Location Based ²	millions metric tons CO ₂ e	2.89	3.45	3.94
Scope 1 + Scope 2 GHG Emissions^{1,2}	millions metric tons CO₂e	29.68	31.48	34.19
Scope 1 + Scope 2 GHG Emissions - Excluding Emissions Associated with the Production of Power and Steam Not Consumed by the Company	millions metric tons CO ₂ e	24.68	26.03	28.35
Scope 1 + Scope 2 GHG Intensity (Emissions/Revenue)	metric tons CO ₂ e per USD	0.00067	0.00055	0.00062
Scope 1 + Scope 2 GHG Intensity (Emissions/Production) - Excluding Emissions Associated with the Production of Power and Steam Not Consumed by the Company	metric tons CO ₂ e/metric tons of production	0.51	0.53	0.54
Scope 3 GHG Emissions Total³	millions metric tons CO₂e	79.64	82.67	87.77
Category 1: Purchased Goods & Services	millions metric tons CO ₂ e	40.64	42.00	45.54
Category 2: Capital Goods	millions metric tons CO ₂ e	0.35	0.26	0.23
Category 3: Fuel & Energy Related Activities	millions metric tons CO ₂ e	4.49	4.42	5.22
Category 4: Upstream Transportation & Distribution	millions metric tons CO ₂ e	2.80	3.37	3.70
Category 5: Waste Generated in Operations	millions metric tons CO ₂ e	0.35	0.41	0.38
Category 6: Business Travel	millions metric tons CO ₂ e	0.03	0.02	0.005
Category 7: Employee Commuting	millions metric tons CO ₂ e	0.06	0.06	0.051
Category 8: Upstream Leased Assets	millions metric tons CO ₂ e	0.001	0.004	0.014
Category 9: Downstream Transportation & Distribution	millions metric tons CO ₂ e			
Category 10: Processing of Sold Products	millions metric tons CO ₂ e			
Category 11: Use of Sold Products	millions metric tons CO ₂ e	5.55	5.97	6.62
Category 12: End-of-Life Treatment of Sold Products	millions metric tons CO ₂ e	21.37	21.99	22.31
Category 13: Downstream Leased Assets	millions metric tons CO ₂ e	0	0	0
Category 14: Franchises	millions metric tons CO ₂ e	0	0	0
Category 15: Investments	millions metric tons CO ₂ e	4.00	4.17	3.70

¹ Updates to the 2021 Scope 1 GHG emissions were completed to account for corrections in calculation methodologies and identified data errors.

² Historical revisions have been made to 2021 data to reflect the GHG Protocol's hierarchy of using utility/supplier or residual mix factors when available.

³ Historical numbers restated based on significant advancements in Dow's Scope 3 calculation methodology and data management. See [305-3 Other indirect \(Scope 3\) GHG emissions](#) for more information.



Other Emissions	UOM	2023	2022	2021
Ozone-Depleting Substances	metric tons as CFC-11e	0.69	0.86	1.63
NOx	metric tons	18,284	18,719	18,068
SOx	metric tons	1,729	1,975	2,048
Volatile Organic Compounds (VOCs) ¹	metric tons	6,890	7,047	7,996
Hazardous Air Pollutants (HAPs)	metric tons	666	675↗	725↗
Carbon Monoxide (CO)	metric tons	7,915	9,158↗	9,723↗
Priority Compounds to Air and Water ²	metric tons	223	216↗	236↗

Energy	UOM	2023	2022	2021
Energy Intensity (Scope 1+2)	GJ/metric ton of production	11.65	11.43	10.85
Total Energy Consumption	million gigajoules (GJ)	558.98	564.49	574.77
Purchased Fuels ³	million GJ	309.85	312.59	317.07
Offgas from Feedstock ⁴	million GJ	255.78	257.32	262.67
Purchased Electricity - Renewable	million GJ	16.80	14.95	10.67
Purchased Electricity - Non-Renewable	million GJ	15.15	21.79	27.84
Purchased Steam	million GJ	3.85	4.52	5.14
Power and Steam Sold	million GJ	-42.45	-46.68	-48.62

Purchased Electricity from Renewable Sources - Total	megawatts (MW)	1,203	1,036	901
Wind	MW	696	603	535
Hydro	MW	146	144	168
Biomass	MW	65	42	2
Landfill Gas	MW	3	3	3
Solar	MW	293	244	193

Purchased Renewable Power – Consumption - Total	million gigajoules (GJ)	16.8	14.95	10.67
Wind	million GJ	6.95	6.03	4.48
Hydro	million GJ	5.87	6.06	5.05
Biomass	million GJ	1.51	0.71	0.07
Landfill Gas	million GJ	0.04	0.04	0.05
Solar	million GJ	2.43	2.11	1.02

Purchased Steam Includes Renewable Sources – Consumption – Biomass Total	million gigajoules (GJ)	0.39	0.47	0.52
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¹ For comparability, 2021 and 2022 historical values updated to account for identified VOC emissions not previously reported, which are immaterial to the INTERsections report as a whole.

² For comparability, 2021 historical values were previously updated to reflect identified data corrections, which were immaterial to the INTERsections report as a whole.

³ Purchased fuels data excludes purchased fuels resold or used internally as feedstock.

⁴ Off-gas from feedstock data includes non-cracker sources.





Waste	UOM	2023	2022	2021
Total Waste	millions of metric tons	1.045	1.125	1.259
Hazardous Waste	millions of metric tons	0.415	0.584	0.612
Waste Intensity	lb. of waste/lb. of production	0.022	0.023	0.024

Water	UOM	2023	2022	2021
Total Water Withdrawal – All Sites	megaliters	2,896,753	2,876,422	2,960,249
Surface Water	megaliters	1,513,195	1,630,494	1,699,905
Groundwater	megaliters	34,447	33,759	34,440
Seawater	megaliters	1,194,121	1,041,610	1,092,075
Produced Water	megaliters	163	143	174
Third-Party Water	megaliters	154,827	170,416	133,655
Freshwater Withdrawals – All Sites Total	megaliters	1,663,121	1,801,282	1,834,178
Other Water Withdrawals – All Sites Total	megaliters	1,233,632	1,075,140	1,126,071
Freshwater Withdrawals – Key Water-Stressed Sites – Total	megaliters	197,939	201,627	149,360
Other Water Withdrawals – Key Water-Stressed Sites – Total	megaliters	1,227,595	1,069,211	1,119,934
Total Water Withdrawal – Key Water-Stressed Sites	megaliters	1,425,534	1,270,838	1,269,294
Surface Water	megaliters	149,168	135,402	119,968
Groundwater	megaliters	533	336	614
Seawater	megaliters	1,188,247	1,035,824	1,086,112
Produced Water	megaliters	0	0	0
Total Third-Party Water - Key Water-Stressed Sites	megaliters	87,586	99,276	62,600
Total Third-Party Water-Key Water-Stressed Sites	megaliters	87,586	99,276	62,600
Third Party Groundwater	megaliters	0	0	0
Third Party Surface Water	megaliters	48,238	65,889	28,778
Third Party – Produced Water	megaliters	0	0	0
Third Party – Seawater Fresh Water	megaliters	0	0	0
Third Party – Seawater Non-Fresh Water	megaliters	30,317	25,070	25,359
Third Party – Recycled Water	megaliters	9,031	8,317	8,463

Water Intensity and Water Consumption				
Freshwater Intake Intensity – Key Water-Stressed Sites	lb. of water per lb. of production	6.6	6.1	3.7
Water Consumption – All Areas	megaliters	115,870	116,978	118,410
Water Consumption – Key Water-Stressed Sites	megaliters	42,766	50,834	50,772





Water	UOM	2023	2022	2021
Total Water Discharge – All Sites	megaliters	2,917,801	2,993,220	—
Surface	megaliters	1,234,258	1,405,690	
Groundwater	megaliters	0	0	
Seawater	megaliters	1,448,255	1,444,600	
Third-Party Water	megaliters	235,288	142,930	
Total Water Discharge - Key Water-Stressed Sites	megaliters	1,477,010	1,322,250	—
Surface	megaliters	14,408	3,900	
Groundwater	megaliters	0	0	
Seawater	megaliters	1,412,524	1,257,457	
Third-Party Water	megaliters	50,078	60,893	
Social				
General Employee	Unit of Measurement (UOM)	2023	2022	2021
Employees	Number	35,858	37,821	35,691
Overall Employee Satisfaction	Percent Favorable	69 %	73 %	71 %
Employee Resource Group Participation	Percent	60.8 %	57.3 %	52.4 %
People Leader Participation in Employee Resource Groups	Percent	98.1 %	98.3 %	97.0 %
Employee Resource Groups	Number	10	10	10
Average Training Hours per Employee	Number of Hours	46.3	56.9	40.7
Employees Eligible to Receive Performance Reviews	Percent	96.3 %	97.0 %	96.3 %
Active Employees Who received a Documented Annual Performance Review	Percent	92.9 %	95.6 %	96.3 %
Board Diversity				
% Female	Percent	33.3 %	33.3 %	33.3 %
% U.S. Ethnic Minority	Percent	33.3 %	33.3 %	33.3 %
Employee Diversity				
% Female	Percent	29.8 %	29.5 %	28.9 %
New Employee Hires, % Female	Percent	34.0 %	33.2 %	34.6 %
% U.S. Ethnic Minority	Percent	28.1 %	27.5 %	26.0 %
New Employee Hires, % U.S. Ethnic Minority	Percent	41.9 %	39.0 %	31.3 %
Global Female Pay to Male Base Pay	Ratio	0.99:1.00	0.98:1.00	0.97:100
U.S. Minority Pay to Non-Minority Base Pay	Ratio	0.98:1.00	0.97:1.00	0.97:100





General Employee	Unit of Measurement (UOM)	2023	2022	2021
Compensation				
Annual Total Compensation (CEO pay/median employee compensation)	Ratio	220:1	220:1	260:1
CEO Direct Compensation Change, Year on Year	Percent	3.2 %	5.2 %	5.9 %
Community				
Total Charitable Cash and In-Kind Donations	\$ (in MM)	34.1	37.3	32.4

Health and Safety	UOM	2023	2022	2021
Global Dow Health Clinics	Number	58	58	58
Large Manufacturing Sites Participating in External Safety Audits (total of nine sites)	Number	5	7	7
Fatalities – Employees	Number	0	0	0
Fatalities – Contractors	Number	0	0	0
Fatalities – Employees and Contractors	Number	0	0	0
High-Consequences Work-Related Injuries Incident Count (excl. fatalities) - Employees	Number	0	0	1
High-Consequences Work-Related Injuries Incident Count (excl. fatalities) - Contractors	Number	1	0	0
High-Consequences Work-Related Injuries Incident Count (excl. fatalities) - Employees & Contractors	Number	1	0	1
High-Consequences Work-Related Injuries Incident Rate (excl. fatalities) - Employees	Rate	0	0	0.0026
High-Consequences Work-Related Injuries Incident Rate (excl. fatalities) - Contractors	Rate	0.0033	0	0
High-Consequences Work-Related Injuries Incident Rate (excl. fatalities) - Employees & Contractors	Rate	0.001	0.000	0.001
Recordable Work-Related Injuries Incident Count - Employees	Number	74	70	49
Recordable Work-Related Injuries Incident Count - Contractors	Number	55	54	50
Recordable Work-Related Injuries Incident Count - Combined Employees & Contractors	Number	129	124	99
Recordable Work-Related Injuries Incident Rate - Employees	Rate	0.19	0.18	0.13
Recordable Work-Related Injuries Incident Rate - Contractors	Rate	0.18	0.16	0.16
Recordable Work-Related Injuries Incident Rate - Combined Employees & Contractors	Rate	0.18	0.17	0.14
Total Recordables (Illness) - Employees	Number	18	17	7
Total Recordables (Illness) - Contractors	Number	0	0	0
Total Recordables (Illness) - Employees & Contractors	Number	18	17	7
PSCE (Tier 1)	Number	9	11	5
PSCE (Tier 1) per million hrs worked	Rate	0.082	0.096	0.045





Dow Inc.

Midland, MI 48674 U.S.A.

FESGRPT@dow.com

corporate.dow.com